

Cultural Inclusion Program Awarded

Diversity, Equity and Inclusion has been receiving a lot of attention of late – and rightly so. This fall, our Cultural Inclusion Program received a **Gateway Cities Innovation Award** from the Boston-based **MassINC**. We were so honored to be chosen and to present the program to a broad state-wide audience.



Speaking of honors, we could not be more honored than to move forward in the 9th year of our program with 15 extraordinary recruits and 12 committed nonprofit boards.

Special thanks to our engaging workshop facilitators who conducted interactive workshops on *Inclusive Leadership* and *Board Fundamentals*. Much more to come.



Stacy Seward



Denise Molina Capers



Judith Kamber

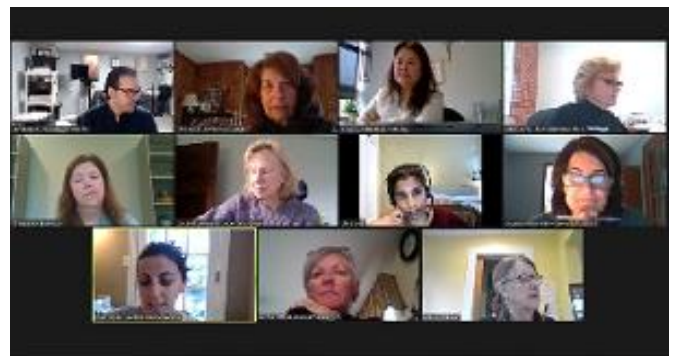


Attorney Liz Reinhardt

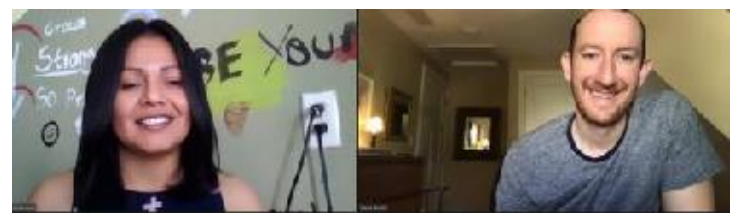
The Show Must—and Does—Go On

Nobody anticipated that we would be quarantined during a raging pandemic for this long. Yet, as with all of our non-profits, the show must - and does - go on in order to continue to support the residents of Lawrence and Haverhill.

Our CFO Roundtable is a lively group that meets regularly over Zoom to support one another and share resources during these challenging times. Most recently it became clear that applying for PPP loan forgiveness was becoming a daunting task with so many unanswered questions swirling around.



Fortunately, one of our esteemed CFOs, **ABDIEL PEREZ**, helped us coordinate a roundtable session with **CHITRA AIYAR** from the FMA who made the whole process crystal clear. Thank you, Chitra.



....And more magical volunteer matches continue to be made over Zoom, such as the one between our terrific volunteer videographer, **STEVE SMITH** and the nonprofit **RAISING A READER**.

Raising A Reader's Program Manager, **GUADALUPE PANAMENO**, could not stop showering well-deserved accolades about Steve's good work. His important videos featuring volunteer readers will be used to reach out to funders and potential volunteers to help Raising A Reader close the literacy opportunity gap among young children in our community.



Dr. Georgette "Jojo" Ledgister



Katrina Hobbs Everett

This summer our nonprofit community expressed outrage after the murder of George Floyd and is committed to putting words into action. Community InRoads has dedicated its Executive Director Roundtable sessions to interactive discussion on creating racially equitable environments within our organizations. Thus far, we have had 3 tremendous facilitators: **DR. GEORGETTE "JOJO" LEDIGSTER**, **KATRINA HOBBS EVERETT**, and **STACY SEWARD** (pictured on front page).

The Match Maker Thanks Our Volunteers

A BETTER CHANCE (ABC) is deeply grateful for executive consultant **DONNA ALDRICH** who coached one of their board leaders through an organizational issue.

ACT LAWRENCE is fortunate to have recruited Cultural Inclusion graduate **ESTHER ENCARNACION** who brings a broad swath of professional skills and knowledge of the community to the table.

BETHANY COMMUNITY SERVICES is over the moon with the gorgeous marketing photos **NEIL UNGERLEIDER** took of their senior community buildings.

BLUE SKIES WELLNESS and the **CHICA PROJECT'S** staff were so grateful for **BOB MILLER'S** comprehensive, very understandable workshop on Student Loan Forgiveness. Well done, Bob!

BREAD & ROSES HERITAGE thanks seasoned facilitator **TODD SMITH** for leading them through top-of-the-line Board training.

BREAD & ROSES HOUSING, CENTRO DE APOYO FAMILIAR, NEIGHBORS IN NEED, DINAH'S HOUSE, and **WINDRUSH FARM** are all so grateful for the outstanding social media plans presented to them by the students of YouthWorks, led by their teacher, **TINA BENSON DELACRUZ**

COMMUNITY ACTION HAVERHILL sends deep appreciation to seasoned HR professional, **RON HILBINK**, for guiding them through the hiring process of a key executive staff member.

DINAH'S HOUSE was fortunate to capitalize on **DONNA ALDRICH'S** masterful facilitation skills to help them articulate their mission and vision. A million thanks, Donna!

PROJECT HOME AGAIN can't thank **NEIL UNGERLEIDER** enough for his superior marketing photos of their site.

FOSTER KIDS are delighted to have on-boarded two extra special new board members from our Cultural Inclusion Program: **ROSELEE MOHIKA** and **MARISELE ESPERANCE**

GREATER LAWRENCE COMMUNITY ACTION COUNCIL got lucky recruiting **ALVARO PEREZ** and **MIKE MENA** from our Cultural Inclusion Program onto their Board.

LAWRENCE SPORTS LEADERSHIP COLLABORATIVE feels **ALLAN HUNTLEY** is just the right consultant to help them chart a course for this exciting collaborative.

MERRIMACK RIVER WATERSHED COUNCIL is profoundly thankful for **HAL TORMAN'S** thorough professional assistance in conducting a 12-month cash flow analysis.

MERRIMACK VALLEY DREAM NETWORK gives two thumbs up for **CATHY LANDRY'S** guidance in helping them fill out their Form 990 so that they are now prepared to tackle it on their own next year. Cathy – wow.

NORTHERN ESSEX ELDER TRANSPORT sends a big thank you to **ATTY. DAMON THOMAS** for his guidance regarding waivers for drivers and seniors during the pandemic.

REBUILDING TOGETHER OF GREATER HAVERHILL is so grateful for marketing pro **KRISTA HANNON** who created a professional Facebook page and provided training on its use.

SARAH'S PLACE thanks **ANNIE CATALDO** for her fundraising strategy advice. They now look forward to working with **JUDY NORMANDIN** on potential new business models for the organization's sustainability.

WINDRUSH FARM was fortunate to receive social media advice from marketing guru **DAN BEDER** and are bedazzled by **NEIL UNGERLEIDER** marketing photos of their clients.